

# Committee on Equal Opportunities in Science and Engineering (CEOSE)

## Biennial Report to the United States Congress

"...If in your employment practices you ignore 85 percent of the newly available talent in this country, how are you going to be a great company? How are you going to compete against companies that recruit from the country's entire pool of talent? And so, if for no other reason than self-interest, we ought to do more to maintain a diverse workforce."

Norm Augustine,  
Chairman and Chief Executive Officer,  
Lockheed Martin

"In the 21st century, the education and skills of the workforce will end up being the dominant competitive weapon."

Lester Thurow  
Professor of Economics and Management  
Massachusetts Institute of Technology

"If we are to maintain a strong science and technology workforce that will make the new discoveries, drive a strong economy, ensure our national defense, provide a clean environment, improve our health and teach our children, we must increase the participation of minorities in science and technology."

Arthur Bienenstock,  
Associate Director for Science,  
Office of Science & Technology Policy, IWG Co-Chair

## Table of Contents

1. Introduction: Why Invest in a Diverse Workforce? .....	2
2. K-12: An Inadequate Reservoir Of Future Scientists .....	5
3. Undergraduate Education: Looking Beyond The Traditional Pool .....	14
4. Graduate Education: A Declining Share For SMET .....	20
5. The Nondoctoral Technical Workforce: Shortage Of Skills Is Dampening Job Growth .....	25
6. Doctoral Workforce: Traditional And Not-So-Traditional Career Paths .....	28
7. Issues Internal To NSF .....	34
8. Summary & Recommendations: NSF Should Be The Catalyst For Pursuing Full Participation .....	41